

the business of defending itself and its employees from the union salting campaign. Yuasa Exide, which was the first tenant in Sumter's industrial park, had been there since 1965 and provided high-tech, good-paying jobs in a rural area, was forced to close its doors because of salting.

The impacts of salting are felt by many. Companies see increased costs from having to defend themselves against labor relations complaints as well as lost hours of productivity from having to fight these charges. Consumers are impacted by salting when they experience increased costs and higher prices. Moreover, Federal agencies spend untold sums to investigate claims that are later found to be without merit, forcing taxpayers to effectively subsidize union activity.

To put it bluntly, salting is a job killer. At a time when we are working in Congress to enact policies which will spur job growth and ensure future economic prosperity, salting abuses stand directly in the way of these goals. We can no longer allow American jobs to suffer at the hands of Washington labor bosses.

To prevent salting abuses from causing more harm to employers, I am introducing the Truth in Employment Act which amends section 8(a) of the National Labor Relations Act (NLRA) to make clear that an employer is not required to hire any person who seeks a job in order to promote interests unrelated to those of the employer. This bill in no way infringes upon any rights or protections otherwise accorded employees under the NLRA. Employees will continue to enjoy their right to organize. The bill merely seeks to alleviate the legal pressures imposed upon employers to hire individuals whose overriding purpose for seeking the job is to disrupt the employer's workplace or otherwise inflict economic harm designed to put the employer out of business. This bill in no way infringes upon any rights or protections otherwise accorded employees under the NLRA, or any other employment statute.

I ask unanimous consent that the text of the bill be printed in the RECORD.

There being no objection, the bill was ordered to be printed in the RECORD, as follows:

S. 983

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the "Truth in Employment Act of 2005".

SEC. 2. FINDINGS.

Congress finds that:

(1) An atmosphere of trust and civility in labor-management relationships is essential to a productive workplace and a healthy economy.

(2) The tactic of using professional union organizers and agents to infiltrate a targeted employer's workplace, a practice commonly referred to as "salting" has evolved into an aggressive form of harassment not contemplated when the National Labor Rela-

tions Act was enacted and threatens the balance of rights which is fundamental to our system of collective bargaining.

(3) Increasingly, union organizers are seeking employment with nonunion employers not because of a desire to work for such employers but primarily to organize the employees of such employers or to inflict economic harm specifically designed to put nonunion competitors out of business, or to do both.

(4) While no employer may discriminate against employees based upon the views of employees concerning collective bargaining, an employer should have the right to expect job applicants to be primarily interested in utilizing the skills of the applicants to further the goals of the business of the employer.

SEC. 3. PURPOSES.

The purposes of this Act are—

(1) to preserve the balance of rights between employers, employees, and labor organizations which is fundamental to our system of collective bargaining;

(2) to preserve the rights of workers to organize, or otherwise engage in concerted activities protected under the National Labor Relations Act; and

(3) to alleviate pressure on employers to hire individuals who seek or gain employment in order to disrupt the workplace of the employer or otherwise inflict economic harm designed to put the employer out of business.

SEC. 4. PROTECTION OF EMPLOYER RIGHTS.

Section 8(a) of the National Labor Relations Act (29 U.S.C. 158(a)) is amended by adding after and below paragraph (5) the following:

"Nothing in this subsection shall be construed as requiring an employer to employ any person who seeks or has sought employment with the employer in furtherance of other employment or agency status."

SUBMITTED RESOLUTIONS

SENATE RESOLUTION 133—RECOGNIZING THE 13TH ANNUAL NATIONAL ASSOCIATION OF LETTER CARRIERS FOOD DRIVE

Ms. CANTWELL (for herself, Ms. COLLINS, Mr. AKAKA, Mr. BAUCUS, Mr. WARNER, Mr. DURBIN, and Ms. SNOWE) submitted the following resolution; which was referred to the Committee on the Judiciary.

S. RES. 133

Whereas in 2003, 3,900,000 men, women, and children went hungry every day, a troubling statistic that has steadily increased in recent years;

Whereas 23,000,000 men and women and more than 9,000,000 children rely on food banks to survive every year;

Whereas in 1992, the National Association of Letter Carriers recognized this crisis and began the "Stamping Out Hunger" national food drive;

Whereas 1,400 National Association of Letter Carriers branches in more than 10,000 cities in all 50 States have collected millions of pounds of food every year since 1992;

Whereas in 2004, the National Association of Letter Carriers collected a record-breaking 70,900,000 pounds of food;

Whereas the National Association of Letter Carriers provides desperately needed resources to food banks in the spring and summer months, the time when donations levels are at their lowest;

Whereas the National Association of Letter Carriers has created much needed bridges

between its hard working members, residents in their communities, and those in need;

Whereas the National Association of Letter Carriers Food Drive will take place on May 14, 2005;

Whereas the National Association of Letter Carriers will send nearly 150,000,000 postcards to postal customers to urge donations for the Food Drive; and

Whereas letter carriers will be collecting food, as well as mail, at mailboxes across the country, performing their daily job, and collecting food for the hungry, come rain or shine: Now, therefore, be it

Resolved, That the Senate—

(1) congratulates the members of the National Association of Letter Carriers for their hard work on behalf of the millions of people who go hungry each day; and

(2) encourages the people of the United States to follow the example of the members of the National Association of Letter Carriers by donating food to local food banks and participating in the National Association of Letter Carriers Food Drive on May 14, 2005, by placing nonperishable food by their mailboxes.

SENATE RESOLUTION 134—EXPRESSING THE SENSE OF THE SENATE REGARDING THE MASSACRE AT SREBRENICA IN JULY 1995

Mr. SMITH (for himself and Mr. BIDEN) submitted the following resolution; which was referred to the Committee on Foreign Relations:

S. RES. 134

Whereas, in July 1995, thousands of men and boys who had sought safety in the United Nations-designated "safe area" of Srebrenica in Bosnia and Herzegovina under the protection of the United Nations Protection Force (UNPROFOR) were massacred by Serb forces operating in that country;

Whereas, beginning in April 1992, aggression and ethnic cleansing perpetrated by Bosnian Serb forces, while taking control of the surrounding territory, resulted in a massive influx of Bosniaks seeking protection in Srebrenica and its environs, which the United Nations Security Council designated a "safe area" in Security Council Resolution 819 on April 16, 1993;

Whereas the UNPROFOR presence in Srebrenica consisted of a Dutch peace-keeping battalion, with representatives of the United Nations High Commissioner for Refugees, the International Committee of the Red Cross, and the humanitarian medical aid agency Medecins Sans Frontieres (Doctors Without Borders) helping to provide humanitarian relief to the displaced population living in conditions of massive overcrowding, destitution, and disease;

Whereas Bosnian Serb forces blockaded the enclave early in 1995, depriving the entire population of humanitarian aid and outside communication and contact, and effectively reducing the ability of the Dutch peace-keeping battalion to deter aggression or otherwise respond effectively to a deteriorating situation;

Whereas, beginning on July 6, 1995, Bosnian Serb forces attacked UNPROFOR outposts, seized control of the isolated enclave, held captured Dutch soldiers hostage and, after skirmishes with local defenders, ultimately took control of the town of Srebrenica on July 11, 1995;

Whereas an estimated one-third of the population of Srebrenica, including a relatively small number of soldiers, made a desperate attempt to pass through the lines of Bosnian Serb forces to the relative safety of Bosnian-